
The Influence Of Work Environment And Teamwork On The Performance Of Employees In The Adidas Division At PT Nikomas Gemilang, Serang, Banten

Titi Susanti¹⁾, Muhammad Suparmoko²⁾, Ende³⁾

^{1,2,3)} Program Studi Manajemen, Fakultas Ekonomi Dan Bisnis Universitas Bina Bangsa

*Corresponding Author

E-mail: titisusanti0420@gmail.com

Abstract

The work environment and organizational commitment if managed well by the A well-managed work environment and teamwork will motivate employees to perform their jobs optimally. This will ensure employees feel comfortable at work and avoid any thoughts of leaving the company. The purpose of this study was to determine the extent to which the work environment and teamwork influence the performance of employees in the Adidas Division at PT Nikomas Gemilang. The author employed a causal associative method with a quantitative descriptive approach, employing a population-based sampling process and a questionnaire as the primary data collection tool. The data collection technique used a questionnaire administered to 75 (seventy-five) respondents using a Likert scale and SPSS version 26. The results of this study indicate that (1) the work environment partially significantly influences employee performance in the Adidas Division at PT Nikomas Gemilang, as indicated by the calculated t-value > t-table ($7.176 > 1.993$) and a significance value of 0.000, which is less than the 0.05 threshold. Therefore, H_a is accepted and H_0 is rejected. (2) Partially, teamwork significantly influences employee performance in the Adidas Division at PT Nikomas Gemilang, as indicated by the calculated t-value > t-table ($6.335 > 1.993$) and a significance value of 0.000, less than the 0.05 level. Therefore, H_a is accepted and H_0 is rejected. (3) Simultaneously, the work environment and teamwork influence employee performance in the Adidas Division at PT Nikomas Gemilang, as indicated by the calculated F-value > F-table ($184.502 > 3.12$) with a significance level of 0.000. Therefore, H_a is accepted and H_0 is rejected. Based on the research results, it can be concluded that the work environment and teamwork variables, both partially and simultaneously, have a significant influence on employee performance.

Keywords: **Work Environment, Teamwork, And Employee Performance**

INTRODUCTION

In the era of globalization and increasingly intense business competition, manufacturing companies are required to improve organizational performance by optimizing their human resources. Employees play a crucial role in achieving organizational objectives, as their performance directly influences productivity, product quality, and operational efficiency. In the footwear manufacturing industry, maintaining employee performance is particularly important because production processes rely heavily on labor-intensive activities and strict quality standards. Therefore, organizations must create conditions that encourage employees to perform effectively and consistently.

PT Nikomas Gemilang, one of Indonesia's largest footwear manufacturers, continues to face challenges in achieving its production targets. Company records indicate that the defective return (DR) rate during the December 2025–April 2026 period remained above the company's maximum standard of 0.3%, with an average of 0.65%. In addition, production target realization throughout 2025 fluctuated, and several months failed to achieve the expected performance level. These conditions suggest that employee performance has not yet reached the desired standard and requires further evaluation.

One of the factors influencing employee performance is the work environment. A supportive physical environment, including adequate lighting, comfortable temperature, proper workspace arrangement, and sufficient facilities, combined with a positive psychosocial environment, can enhance employee motivation and productivity. Preliminary observations at the Adidas Division of PT Nikomas Gemilang revealed several workplace issues, including limited workspace, inadequate lighting and ventilation, disorganized work areas, and less effective communication between supervisors and employees. These conditions may reduce employee comfort and negatively affect work performance. In addition to the work environment, effective teamwork is essential for ensuring

coordination, communication, and collaboration in completing production tasks efficiently and achieving organizational goals.

Based on these conditions, this study aims to analyze the effect of the work environment and teamwork on employee performance in the Adidas Division of PT Nikomas Gemilang, Serang, Banten. The findings are expected to contribute to the development of human resource management literature while providing practical recommendations for improving employee performance through the creation of a conducive work environment and stronger teamwork.

RESEARCH METHODS

This study employed a quantitative approach with a causal associative research design to examine the effects of the work environment and teamwork on employee performance. The research was conducted at the Adidas Division of PT Nikomas Gemilang, Serang, Banten, Indonesia, from May to July 2026. The study population consisted of 300 employees, and 75 respondents were selected using simple random sampling based on the Slovin formula. Primary data were collected through a structured questionnaire using a five-point Likert scale, while secondary data were obtained from company records and relevant literature.

The research examined employee performance as the dependent variable, while work environment and teamwork served as the independent variables. Employee performance was measured using indicators of work quality, work quantity, responsibility, timeliness, and initiative. The work environment variable included physical and non-physical aspects, whereas teamwork was measured through involvement, trust, and cohesiveness.

Before hypothesis testing, the research instrument was evaluated through validity and reliability tests to ensure data quality. Descriptive statistical analysis was used to describe respondent characteristics and research variables. Classical assumption tests, including normality, multicollinearity, and heteroscedasticity, were conducted to verify the regression assumptions. Subsequently, multiple linear regression analysis was applied to examine the influence of the independent variables on employee performance.

Hypothesis testing was performed using the t-test to evaluate the partial effect of each independent variable and the F-test to assess their simultaneous effect on employee performance. In addition, the coefficient of determination (Adjusted R²) was calculated to determine the proportion of variance in employee performance explained by the work environment and teamwork variables. All statistical analyses were conducted using IBM SPSS Statistics version 26, with a significance level of 5% ($\alpha = 0.05$).

RESULTS AND DISCUSSION

Reliability Test

Table 1. Reliability Test Results			
Variable	Cronbach's Alpha	Reliability Coefficient	Description
Work Environment (X1)	0.822	> 0.60	Reliable
Teamwork (X2)	0.861	> 0.60	Reliable
Employee Performance (Y)	0.825	> 0.60	Reliable

Source: Processed Data (2026)

Based on Table 1, the Work Environment, Teamwork, and Employee Performance variables each have a Cronbach's Alpha value greater than 0.60. Therefore, all questionnaire items are considered reliable and suitable for use in further analysis.

Classical Assumption Test

Normality Test

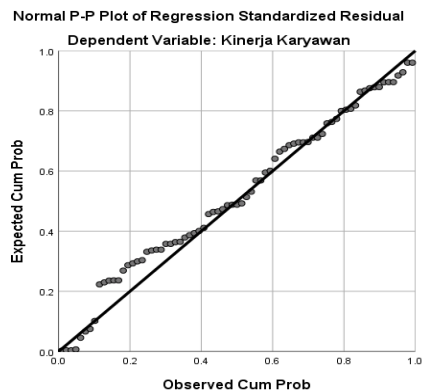


Figure 1. Normal P–P Plot of Regression Standardized Residuals

Based on Figure 1, the data points closely follow the diagonal line, indicating that the normality assumption has been satisfied and the regression model is normally distributed. A good regression model should have normally distributed residuals, which can also be confirmed through the Kolmogorov–Smirnov normality test by examining the Asymp. Sig. (2-tailed) value. The results of the Kolmogorov–Smirnov normality test are presented in Table 2

Table 2. Kolmogorov–Smirnov Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		75
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.28337417
Most Extreme Differences	Absolute	.113
	Positive	.048
	Negative	-.113
Test Statistic		.113
Asymp. Sig. (2-tailed)		.118 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: SPSS Output (2026).

Based on the normality test results, the Asymp. Sig. (2-tailed) value was 0.118. Since this value is greater than 0.05, it can be concluded that the residuals are normally distributed.

Multicollinearity Test

Table 3. Results of the Multicollinearity Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	4.924	2.055			
	Lingkungan Kerja	.800	.112	.519	.434	2.306
	Kerjasama Tim	.537	.085	.458	.434	2.306
a. Dependent Variable: Kinerja Karyawan						
Source: SPSS Output (2026).						

Based on the table above, the results of the multicollinearity test show the following *Tolerance* and VIF values:

The *Tolerance* value of the Work Environment variable is $0.434 > 0.10$, and the VIF value is $2.306 < 10$. Therefore, the Work Environment variable is declared to have no symptoms of multicollinearity.

The *Tolerance* value of the Teamwork variable is $0.434 > 0.10$, and the VIF value is $2.306 < 10$. Therefore, the Teamwork variable is declared to have no symptoms of multicollinearity.

Heteroscedasticity Test

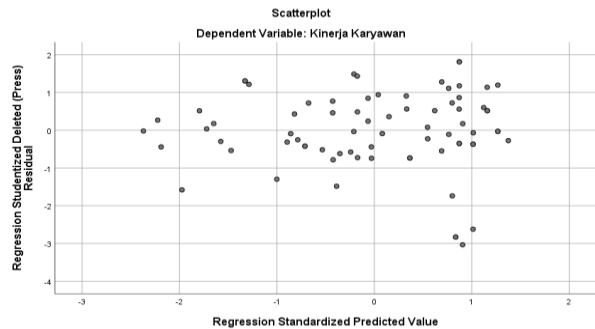


Figure 2 Scatterplot of the Heteroscedasticity Test

Based on the figure above, it can be observed that the data distribution is irregular and does not form a specific pattern. The data points are scattered above and below the value of 0 on the Y-axis. Therefore, it can be concluded that the regression model does not have a heteroscedasticity problem. The statistical test used is the Glejser Test, which is conducted by regressing the absolute residual values with the independent variables. The significance value (*Sig.*) is compared with 0.05. The statistical test results can be seen as follows:

Table 4. Results of the Glejser Test

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,714	1,116		,640	,524
Lingkungan Kerja	,021	,023	,163	,348	,213
Kerjasama Tim	,036	,045	,193	,788	,433

Dependent Variable: Abs_Res
Source: SPSS Output (2026).

Based on the results of the heteroscedasticity test using the Glejser Test presented in the table above, it can be seen that the significance (*Sig.*) values of each variable are greater than 0.05. Therefore, it can be concluded that there is no heteroscedasticity problem in the regression model used in this study. Thus, the independent variables can be stated as not experiencing heteroscedasticity.

Linear Regression Test

Tabel 5. Hasil Uji Regresi

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.924	2.055		2.397	.019
	Lingkungan Kerja	.800	.112	.519	7.176	.000
	Kerjasama Tim	.537	.085	.458	6.335	.000
a. Dependent Variable: Kinerja Karyawan						

Source: SPSS Output (2026).

Based on 5, the multiple linear regression equation can be explained as follows:

$$Y = a + b_1X_1 + b_2X_2$$
$$Y = 4.924 + 0.800X_1 + 0.537X_2$$

Based on the multiple linear regression equation above, it can be concluded that the constant value of 4.924 indicates that if the values of the Work Environment and Teamwork variables are zero, the Employee Performance value is predicted to be 4.924. The regression coefficient of the Work Environment variable (X_1) is 0.800 with a positive sign, meaning that every increase of one unit in the work environment will increase employee performance by 0.800 units. Conversely, if the work environment decreases by one unit, employee performance is predicted to decrease by 0.800 units. Furthermore, the regression coefficient of the Teamwork variable (X_2) is 0.537 with a positive sign, indicating that every increase of one unit in teamwork will increase employee performance by 0.537 units. Conversely, if teamwork decreases by one unit, employee performance is predicted to decrease by 0.537 units.

Multiple Correlation Coefficient Analysis

Table 6 Results of the Multiple Correlation Coefficient Test				
Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.915 ^a	.837	.832	3.329
a. Predictors: (Constant), Kerjasama Tim, Lingkungan Kerja				
b. Dependent Variable: Kinerja Karyawan				

Source: SPSS Output (2026).

Based on Table 6, it can be concluded that the relationship between the Work Environment (X_1) and Teamwork (X_2) variables on Employee Performance (Y), calculated using the multiple correlation coefficient, is 0.915. This value is within the range of 0.800–1.00, indicating that there is a very strong relationship between the Work Environment (X_1) and Teamwork (X_2) variables and Employee Performance (Y).

Coefficient of Determination (R^2)

Table 7 Output of the Coefficient of Determination of Work Environment (X_1) and Teamwork (X_2) on Employee Performance (Y)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.915 ^a	.837	.832	3.329
a. Predictors: (Constant), Kerjasama Tim, Lingkungan Kerja				
b. Dependent Variable: Kinerja Karyawan				

Source: SPSS Output (2026).

Based on Table 4.16 above, it can be seen that the coefficient of determination value is indicated by the R Square value of 0.837, which means that the Work Environment (X_1) and Teamwork (X_2) variables have an influence on Employee Performance (Y) of 83.7%. Meanwhile, the remaining 16.3% is influenced by other variables that were not examined in this study, such as organizational culture and work climate.

Hypothesis Testing

Hypothesis testing is conducted to determine whether the variables have a significant effect or not. To test the proposed hypotheses, a partial test is performed by examining the effect of each independent variable on the dependent variable. Based on the output results from SPSS version 26, the results of the t-test for the Work Environment (X_1) and Teamwork (X_2) variables on Employee Performance (Y) are presented as follows:

Table 8 Output of Hypothesis Testing

Coefficientsa					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	4.924	2.055		2.397	.019
Lingkungan Kerja	.800	.112	.519	7.176	.000
Kerjasama Tim	.537	.085	.458	6.335	.000

a. Dependent Variable: Kinerja Karyawan

Source: SPSS Output (2026).

Based on Table 8 above, hypothesis testing regarding the effect of Work Environment (X_1) and Teamwork (X_2) on Employee Performance (Y) can be conducted through the following steps:

Hypothesis Testing of Work Environment (X_1) on Employee Performance (Y)

The hypotheses in this study are:

$H_0: \beta = 0$

This means that the Work Environment (X_1) variable partially has no effect on Employee Performance in the Adidas Division at PT Nikomas Gemilang.

$H_a: \beta \neq 0$

This means that the Work Environment (X_1) variable partially has an effect on Employee Performance in the Adidas Division at PT Nikomas Gemilang.

Based on Table 8, it can be seen that the calculated t-value (tcount) is 7.176 with a degree of freedom (df) = 75 - 2 - 1 = 72. Therefore, the t-table value at a significance level of 5% for a two-tailed test is $t(0.05;72) = 1.993$ (based on the t-distribution table). The decision area for accepting H_a or rejecting H_0 with a degree of freedom of 72 and a 5% significance level for the two-tailed test is presented in Figure 3 below.

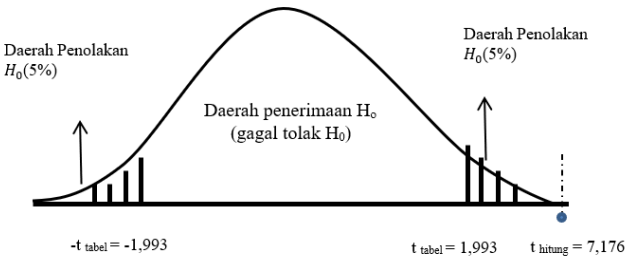


Figure 4.3 Decision Area of the t-Test for Work Environment on Employee Performance

Based on the figure above, it shows that the calculated t-value is greater than the t-table value ($7.176 > 1.993$). Therefore, H_0 is rejected and H_a is accepted, meaning that there is a significant effect of the Work Environment (X_1) variable on Employee Performance (Y) in the Adidas Division at PT Nikomas Gemilang.

Hypothesis Testing of Teamwork (X_2) on Employee Performance (Y)

The hypotheses in this study are:

$H_0: \beta = 0$

This means that the Teamwork (X_2) variable partially has no effect on Employee Performance in the Adidas Division at PT Nikomas Gemilang.

$H_a: \beta \neq 0$

This means that the Teamwork (X_2) variable partially has an effect on Employee Performance in the Adidas Division at PT Nikomas Gemilang.

Based on Table 8, it can be seen that the calculated t-value (tcount) is 6.335 with a degree of freedom (df) = 75 - 2 - 1 = 72. Therefore, the t-table value at a significance level of 5% for a two-

tailed test is $t(0.05;72) = 1.993$ (based on the t-distribution table). The decision area for accepting H_a or rejecting H_0 with a degree of freedom of 72 and a 5% significance level for the two-tailed test is presented in Figure 4 below.

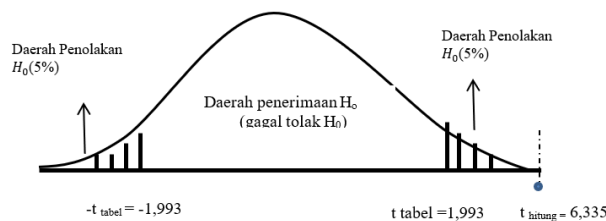


Figure 4.4 Decision Area of the t-Test for Teamwork on Employee Performance

Based on the figure above, it shows that the calculated t-value is greater than the t-table value ($6.335 > 1.993$). Therefore, H_0 is rejected and H_a is accepted, meaning that there is a significant effect of the Teamwork (X_2) variable on Employee Performance (Y) in the Adidas Division at PT Nikomas Gemilang.

F-Test

Table 9. Output of Simultaneous Hypothesis Testing

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4088.560	2	2044.280	184.502	.000 ^b
	Residual	797.760	72	11.080		
	Total	4886.320	74			
a. Dependent Variable: Kinerja Karyawan						
b. Predictors: (Constant), Kerjasama Tim, Lingkungan Kerja						
Source: SPSS Output (2026).						

The decision criteria for the F-test used are as follows:

H_0 is rejected if $F_{count} < F_{table}$

H_0 is accepted if $F_{count} > F_{table}$ or H_a is accepted

Based on Table 4.18 above, the SPSS version 26 output results show that the calculated F-value (F_{count}) is 184.502. This value is then compared with the F-table value. With a significance level (α) of 5% (0.05) and $df = n - k - 1 = 75 - 2 - 1 = 72$, the obtained F-table value is 3.12. Since the value of $F_{count} = 184.502$ is greater than $F_{table} = 3.12$, H_a is accepted.

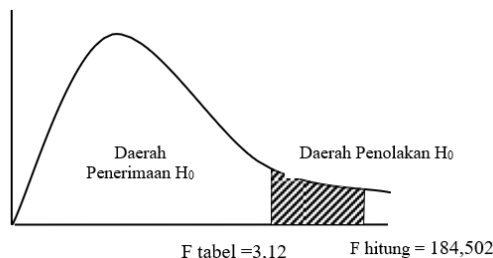


Figure 5 Simultaneous Decision Area

Based on Table 9 and Figure 4.5 above, it is obtained that $F_{count} > F_{table}$ ($184.502 > 3.12$) and the significance value $Sig. F < \alpha$ ($0.000 < 0.05$). Therefore, it can be concluded that there is a significant influence of the Work Environment (X_1) and Teamwork (X_2) variables on Employee Performance (Y) in the Adidas Division at PT Nikomas Gemilang.

Discussion Of Research Results

The Effect of Work Environment (X_1) on Employee Performance (Y)

Based on the results of hypothesis testing (H_1), it was found that the Work Environment (X_1) has a significant effect on Employee Performance (Y) in the Adidas Division at PT Nikomas Gemilang. This is indicated by the value of $t_{count} > t_{table}$ ($7.176 > 1.993$) and a significance value of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted. This means that a better work environment can

improve employee performance. This finding is supported by Abduh et al. (2025), who stated that the work environment has a positive and significant effect on employee performance.

Effect of Teamwork (X_2) on Employee Performance (Y)

Based on the results of hypothesis testing (H_2), it was found that Teamwork (X_2) has a significant effect on Employee Performance (Y) in the Adidas Division at PT Nikomas Gemilang. The results are shown by the value of $t_{count} > t_{table}$ ($6.335 > 1.993$) and a significance value of $0.000 < 0.05$, meaning that H_0 is rejected and H_a is accepted. This indicates that good teamwork can improve employee performance. This result is supported by Erfin Fitria Putri et al. (2025), who stated that teamwork and work environment influence employee performance, with an R Square value of 0.505, meaning that 50.5% of employee performance is influenced by teamwork and the work environment, while the remaining 49.5% is influenced by other factors not examined in the study.

The Effect of Work Environment (X_1) and Teamwork (X_2) on Employee Performance (Y)

Based on the results of the F-test, it was found that the independent variables simultaneously have a significant effect on the dependent variable. This is indicated by the value of $F_{count} > F_{table}$ ($184.502 > 3.12$) and a significance value of $0.000 < 0.05$, meaning that H_0 is rejected and H_a is accepted. Therefore, the Work Environment (X_1) and Teamwork (X_2) simultaneously have a significant effect on Employee Performance (Y) in the Adidas Division at PT Nikomas Gemilang. The contribution of the Work Environment and Teamwork variables to Employee Performance is 83.7%, indicating that both variables have a strong contribution in explaining employee performance.

Research Limitations

Based on the research process, several limitations were identified that should be considered by future researchers. First, the number of respondents was limited to 75 employees, so it may not fully represent the actual population conditions. Second, this study was limited to employees in the Adidas Division at PT Nikomas Gemilang, and the data collection process was affected by employees' busy schedules. Third, the questionnaire responses provided by respondents may not fully reflect their actual opinions due to differences in perceptions, understanding, and honesty when completing the questionnaire. These limitations can serve as evaluation materials for future research to produce more comprehensive findings.

CONCLUSION

Based on the results and discussion regarding the effect of Work Environment (X_1) and Teamwork (X_2) on Employee Performance (Y) in the Adidas Division at PT Nikomas Gemilang Serang Banten, it can be concluded that the work environment partially has a positive and significant effect on employee performance, as indicated by $t_{count} (7.176) > t_{table} (1.993)$ with a significance value of $0.000 < 0.05$. Teamwork also partially has a positive and significant effect on employee performance, as shown by $t_{count} (6.335) > t_{table} (1.993)$ with a significance value of $0.000 < 0.05$. Furthermore, work environment and teamwork simultaneously have a positive and significant effect on employee performance, indicated by $F_{count} (184.502) > F_{table} (3.12)$ and a significance value of $0.000 < 0.05$. The contribution of both variables to employee performance is 83.7%.

The results of this study imply that PT Nikomas Gemilang Serang Banten needs to maintain a supportive and comfortable work environment because it can improve employee productivity and performance. The company should also strengthen teamwork through effective communication, coordination, and collaborative activities to achieve organizational goals. Therefore, management is expected to prioritize a safe work environment and solid teamwork. Future improvements can be made by providing adequate facilities, maintaining workplace conditions, organizing team-building activities, and encouraging a collaborative work culture. Employees are also expected to carry out their responsibilities with commitment and recognize their role as part of the company, while leaders should continue developing innovations and strategies to face future business challenges.

REFERENCES

- Agus, A. (2018). Analisis Pengaruh Rasio-Rasio Keuangan Perbankan Terhadap Kinerja Perbankan. *KREATIF : Jurnal Ilmiah Prodi Manajemen Universitas Pamulang*, 6(4), 76.
<https://doi.org/10.32493/jk.v6i4.y2018.p76-87>
- Anggara, A., Auliasari, K., & Agus Pranoto, Y. (2023). Metode Regresi Linier Berganda Untuk Prediksi Omset Penyewaan Kamera Di Joe Kamera. *JATI (Jurnal Mahasiswa Teknik Informatika)*, 7(1), 852–858.
<https://doi.org/10.36040/jati.v7i1.6158>
- Annisa, I., Rahmani, N. A. B., & Hasibuan, R. R. A. (2023). Pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan pada Perusahaan AJB Bumiputera 1912 Kantor Wilayah Medan. *JIEM: Jurnal Ilmu Komputer, Ekonomi Dan Manajemen*, 3(1), 851–896.
- Asike, A. (2023). Pengaruh Budaya Organisasi, Lingkungan Kerja Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada Badan Pendapatan Daerah Provinsi Riau. *Jurnal Ilmiah Multidisiplin Amsir*, 1(2), 220–230.
- Aviany, R. N., & Rifandi, M. (2024). Analisis Pengaruh Struktur Modal Dan Profitabilitas Yang Mempengaruhi Nilai Perusahaan Pada Perusahaan Manufaktur Sektor Industri Pertanian Yang Terdaftar Di BEI Periode 2018-2022. *Jurnal Maneksi*, 13(2), 354–361.
- Berlianti, D. F., Abid, A. Al, & Ruby, A. C. (2024). Metode Penelitian Kuantitatif Pendekatan Ilmiah untuk Analisis Data. *Jurnal Review Pendidikan Dan Pengajaran*, 7(3), 1861–1864.
- Cholilalah, Rois Arifin, A. I. H. (2023). Pengaruh Kerjasama Tim, Keterampilan Komunikasi, dan Penghargaan Terhadap Produktivitas Kerja Karyawan UPTD Puskesmas Tladan Magetan. *Angewandte Chemie International Edition*, 6(11), 82–95.
<http://prosiding.unipma.ac.id/index.php/SIMBA/article/view/4804>
- Destari, N. A., & Suwandi. (2023). Pengaruh Organizational Citizenship Behaviour (OCB), Self Efficacy dan Self Esteem terhadap Kinerja Karyawan Departemen Produksi SP-A pada PT. Surya Multindo Industri. *Jurnal Pendidikan Tambusai*, 7(2), 5593–5600.
- Fajarini, N. H., & Nasution, M. I. P. (2023). Pengaruh Komunikasi Dan Kerjasama Tim Terhadap Kinerja Dan Kepuasan Kerja Karyawan Bpn-Sumut. *Community Development Journal: Jurnal Pengabdian Masyarakat*, 4(4), 7721–7726.
- Fikri, M. N., Kevin, J., Mofu, C. J., Damayanti, T. A., & Muksin, A. (2025). Faktor lingkungan kerja terhadap kinerja pegawai 1 4. *Jurnal Manajemen*, 12(3), 1–8.
- Firdaus, R. C., & Ariawan, J. (2020). Pengaruh Beban Kerja dan Stres Kerja Terhadap Kinerja Karyawan Pada PT Mitra Inti Tekindo. *Jurnal Manajemen Dan Keuangan*, 1(1), 305–319.
- Firsti Zakia Indri, & Gerry Hamdani Putra. (2022). Pengaruh Ukuran Perusahaan Dan Konsentrasi Pasar Terhadap Kualitas Laporan Keuangan Pada Perusahaan Sektor Industri Barang Konsumsi Yang Terdaftar Di Bursa Efek Indonesia Pada Tahun 2016-2020. *Jurnal Ilmu Manajemen, Ekonomi Dan Kewirausahaan*, 2(2), 236–252.
<https://doi.org/10.55606/jimek.v2i2.242>
- Hasibuan, N., Yurmaini, Y., & Erliyanti, E. (2023). Pengaruh Perubahan Lingkungan Terhadap Kinerja Karyawan Pada Bank Syariah Indonesia. *Expensive: Jurnal Akuntansi Dan Keuangan*, 2(1), 136–148.
<https://doi.org/10.24127/exclusive.v2i1.3697>
- Helmut Martahi Saoloan Tambunan. (2022). Pengaruh Budaya Organisasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Pt. Transpacific Finance. *Jurnal Akuntansi Dan Manajemen Bisnis*, 2(2), 25–33.
<https://doi.org/10.56127/jaman.v2i2.175>
- Ibadi, R. M. W. (2024). Diskursus Metodologi Penelitian. *Jurnal Trave*, XXVIII(1), 14–21.
- Ilmiah, J., Dan, E., Kerja, P. L., Dan, K. T. I. M., & Ardelia, R. F. (2025). Pengaruh lingkungan kerja, kerjasama tim dan stres kerja terhadap kinerja karyawan. 3(3), 250–261.

- Irfan Syahroni, M. (2022). Prosedur Penelitian Kuantitatif. *EJurnal Al Musthafa*, 2(3), 43–56.
<https://doi.org/10.62552/ejam.v2i3.50>
- Junaedi, J., & Wahab, A. (2023). Hipotesis Penelitian dalam Kesehatan. *Jurnal Pendidikan Dan Teknologi Kesehatan*, 6(2), 142–146.
<https://doi.org/10.56467/jptk.v6i2.98>
- Jurnal, C., Bisnis, E., Rahmawati, D. E., & Kamil, M. (2026). *Pengaruh Lingkungan Kerja dan Kerja Sama Tim terhadap Peningkatan Kinerja Karyawan Divisi Administrasi PT Rick Auto*. 6, 117–131.
- Maryani, M., Moelyati, T. A., & Marlibatubara, M. (2022). Faktor-faktor yang Mempengaruhi Organizational Citizenship Behavior serta Pengaruhnya Terhadap Kinerja Guru Sekolah Dasar Di Wilayah Perairan Kabupaten Banyuasin. *Jurnal Bisnis, Manajemen, Dan Ekonomi*, 3(4), 207–228.
<https://doi.org/10.47747/jbme.v3i4.845>
- Masiaga, N. R., Worang, F. G., & Mandagie, Y. (2022). Analysis of the Effect of Security and Trust on Customer Satisfaction in Manado City Who Shops Online At Lazada.Com. *Jurnal EMBA*, 10(2), 900–910.
- Mujanah, S., & Alifianto, A. Y. (2025). *Pengaruh Lingkungan Kerja , Kerjasama Tim , dan Komunikasi Terhadap Kinerja Karyawan pada PT . Rumah Jelantah Surabaya*. 5(3), 14209–14222.
- Nafisatur, M. (2024). Metode Pengumpulan Data Penelitian. *Metode Pengumpulan Data Penelitian*, 3(5), 5423–5443.
- Nainggolan, H. (2023). Pengaruh Kerjasama Tim, Lingkungan Kerja dan Beban Kerja Terhadap Kinerja Berdasarkan Persepsi Karyawan PT. Recon Sarana Utama Balikpapan. *Jurnal Manajemen Dan Bisnis*, 23(2), 414–425.
http://ejournal.ust.ac.id/index.php/JIMB_ekonomi
- Narpati, D. R. C. . D. S. . B. (2024). Pengaruh Komunikasi Dan Kerjasama Tim Terhadap Kinerja Karyawan Pt Z. *Jurnal Ilmiah Ekonomi Dan Manajemen*, 2(8), 182–195.
- Nurjanah. (2021). Analisis Kepuasan Konsumen dalam Meningkatkan Pelayanan Pada Usaha Laundry Bunda Nurjanah. *Jurnal Mahasiswa*, 1, h. 5.
- Padang, I. S., & Sitorus, D. H. (2022). Analisis Motivasi dan Kerjasama Tim terhadap Produktivitas PT Pradana Indah Sejahtera. *J-MAS (Jurnal Manajemen Dan Sains)*, 7(2), 712.
<https://doi.org/10.33087/jmas.v7i2.557>
- Pangestu, R. N., Rani, D. S., Tyas, T. S. N., & Farhah, Z. (2022). Faktor-faktor yang Mempengaruhi Kinerja Karyawan: Perencanaan , Kualitas dan Kepemimpinan (Literature Review Manajemen Kinerja). *Jurnal Ilmu Manajemen Terapan*, 4(2), 215–228.
- Pangow, J. J. A., Tumbuan, W. J. F., & Samadi, R. L. (2024). Pengaruh Kualitas Produk Dan Citra Merek Terhadap Kepuasan Konsumen Pengguna Aplikasi Game Online Mobile Legends (Studi Pada Pengguna Aplikasi Game Online Mobile Legends Di Sulawesi Utara) the Influence of Product Quality and Brand Image on Consumer Satis. *Jurnal EMBA*, 12(2), 23–34.
- Purba, S. D., Tarigan, J. W., Sinaga, M., & Tarigan, V. (2021). Pelatihan Penggunaan Software SPSS Dalam Pengolahan Regressi Linear Berganda Untuk Mahasiswa Fakultas Ekonomi Universitas Simalungun Di Masa Pandemi Covid 19. *Jurnal Karya Abdi*, 5(2), 202–208.
- Putra, K. R. ananda, Landra, N., & Puspitawati, N. M. D. (2022). Pengaruh Motivasi Kerja Dan Pengalaman Kerja Terhadap Produktivitas Kerja Karayawan Pada Lpd Se-Kecamatan Tabanan. *Jurnal Emas*, 3(9), 126–134.
- Putri, E. F., Jannah, F. S., Febrianti, D., Islamiya, H., Sabila, Z. N., & Romadhani, F. (2025). “ *Pengaruh Kerja Sama Tim Dan Lingkungan Kerja Terhadap Kinerja Karyawan di Mie Gacoan Cabang Kraksaan .*” 2(2), 385–393.

- Rahayu, D. A., & Hasanudin. (2024). Pengaruh Return on Equity dan Earning per Share terhadap Harga Saham PT Telkom Indonesia (Persero) Tbk Periode 2013-2022. *Finavest: Jurnal Ilmiah Ilmu Keuangan*, 1(2), 61–70.
- Ramadhan, M. F., Siroj, R. A., & Afgani, M. W. (2024). Validitas and Reliabilitas. *Journal on Education*, 6(2), 10967–10975.
<https://doi.org/10.31004/joe.v6i2.4885>
- Ratnasari, I. (2024). Pengaruh Lingkungan Kerja dan Stress Kerja terhadap Kinerja Karyawan Nusantara Optik Kota Malang. 7, 23–33.
- Refiyana, A. M. C., & Vefiadytria, E. A. (2024). Uji Asumsi Klasik dalam Regresi Linier pada Perhitungan Menggunakan Laporan Keuangan di Sektor Telekomunikasi Bursa Efek Indonesia (BEI). *Jurnal Ilmiah Manajemen Ekonomi Dan Akuntansi*, 1(2), 107–118.
<http://jurnalistiqomah.org/index.php/jimea/article/view/676>
- Safitri, A. N. (2022). Pengaruh Lingkungan Kerja, Pemberdayaan, dan Kepemimpinan terhadap Kinerja Karyawan (Studi di PT.Phapros,Tbk Semarang). *Jurnal Ekonomi Dan Bisnis*, 11(2), 14–25.
<https://stiemitatqien.ac.id/ojs/index.php/OJS/article/view/892>
- Sarip, S., & Mustangin. (2023). Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai PT ABC PERSADA. *Jurnal Manajemen Diversitas*, 3(1), 95–111.
- Suriani, N., Risnita, & Jailani, M. S. (2023). Konsep Populasi dan Sampling Serta Pemilihan Partisipan Ditinjau Dari Penelitian Ilmiah Pendidikan. *Jurnal IHSAN : Jurnal Pendidikan Islam*, 1(2), 24–36.
<https://doi.org/10.61104/ihsan.v1i2.55>
- Utami R.A, & Kussudyarsana. (2024). Analisis Efektivitas Kampanye Pemasaran Storytelling Pada Platform Azarine Cosmetic Untuk Meningkatkan Brand Image Dan Brand Trust Sebagai Mediasi Terhadap Niat Pembelian Konsumen. *Jurnal Akuntansi Dan Pajak*, 25(02), 1–6.
<https://www.jurnal.stie-aas.ac.id/index.php/jap/article/view/12524>
- Wahyudi, R. (2024). Pengaruh Budaya Organisasi Dan Lingkungan Kerja Terhadap Loyalitas Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Rs ‘Aisyiyah Kudus. *Jurnal Studi Manajemen Bisnis*, 3(2).
<https://doi.org/10.24176/jsmb.v3i2.11265>
- Wibowo, F. P., & Widiyanto, G. (2019). Pengaruh Keselamatan Dan Kesehatan Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Bagian Produksi Pada Perusahaan Tom’s Silver Yogyakarta. *Primanomics : Jurnal Ekonomi & Bisnis*, 17(2), 23.
<https://doi.org/10.31253/pe.v17i2.170>
- Windika Putri, S., & Frianto, A. (2023). Pengaruh Work Life Balance Terhadap Kinerja Karyawan Melalui Komitmen Organisasi. *Jurnal Ilmu Manajemen*, 11(2), 293–305.